

Memorandum of Understanding
Certificated Substitutes
Retention Bonus/Incentive
Between Stockton Unified School District
and Stockton Teachers Association

The Stockton Unified School District (“District”) and Stockton Teachers Association/CTA/NEA (“Association”), together “the Parties,” agree to enter this Memorandum of Understanding (“MOU”) regarding retention bonuses/incentives for STA bargaining unit substitutes for the time frames indicated.

1. Retention Bonus/Incentive

The District shall pay a One-Time Retention Bonus of \$2,500 to STA bargaining unit substitutes in two installments as follows:

- a. The first installment (\$1500) shall be paid to substitutes who, as of June 30, 2024, have cumulatively worked a minimum of 108 days in SUSD during the 2023-2024 school year and were in paid status upon ratification of this agreement.

The installment above will be delivered no later than end-of-August payroll, 2024.

Excluded substitutes:

- As of June 30, 2024, any who worked fewer than 108 days in SUSD during the 2023-2024 school year;
- Any who worked in SUSD during the 2023-2024 school year, but before ratification of this agreement ended employment with the District through resignation, dismissal, or any other means;
- All substitutes who receive a 2023-2024 school year signing bonus or retention bonus through any other agreement language besides this MOU.

Examples:

- ❖ An extended-term substitute would receive bonus installments through this MOU rather than through the CALPERS mitigation MOU’s retention bonuses, as the extended-term substitute is not committed in an annual contract.
- ❖ A substitute for the 2022-2023 year who became a permanent employee for/during the 2023-2024 school year and qualifies for the CALPERS mitigation MOU retention bonus would not also receive a bonus from this MOU.

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March 12, 2024

- b. The second installment (\$1000) shall be paid to employees in paid status as of September 1, 2024, who have completed two professional development days (\$500 each day) designed for substitutes at the beginning of the 2024-2025 school year. This installment of the bonus will be delivered by the end-of-month September payroll, 2024.
- c. Substitutes may individually qualify for the first installment only, the second installment only, both installments, or neither installment, as per the requirements of each respective installment.

As with the CALPERS Healthcare Cost Impact Mitigation MOU, this agreement is likewise understood to be separate from Successor Negotiations. As such, it establishes nothing to resolve (in part or in whole) salary or benefits negotiations for any contract year negotiation cycle. This MOU sets no precedents and becomes effective upon ratification by both parties. By signing this Memorandum of Understanding, the parties agree to all provisions, which shall prevail until explicitly superseded by other agreement(s).

For the Association:

Christopher S. Anderson Ed.D. 03 / 27 / 2024

Dr. Christopher S. Anderson
STA President

Justin McGehee 03 / 26 / 2024

Justin McGehee
STA Negotiations Chair

For the District:

Glendaly Gascot-Rios 03 / 27 / 2024

Glendaly Gascot-Rios
SUSD Asst Supt Human Resources

Richard E. Boyd 03 / 26 / 2024

Richard Boyd
SUSD Director of Labor Relations